

# Ofsted Feedback Session



Whoop! Whoop! I am no longer Inadequate!

# Fostering Service – Areas Of Development

- EPP in widest sense not yet fully embedded.
- Stability and permanence within the team an ongoing challenge (SSW team).
- Poor conversion rates in recruitment.
- Recent history of overly passive approach.
- As yet no net gain of foster families.
- Out of date approach.

# Strengths

- Some top quality newer sws.
- We have the right strategy and plan – our “ducks are in a row.”
- Significant improvement in the past 6 months.
- More evidence of innovation and creativity but too soon to see an impact.
- Good matching reports.
- Supervision much improved.
- Foundations in place for that next level.

# Adoption (Whole Service)

- EPP needs fully embedding and to be considered for every child who can't return home (Re BS???).
- But potential issues re C&P Teams if they are full? Confused pathway.
- Post adoption support could be more creative.
- Too long a waiting list for therapy for some children (20 on waiting list?).
- Permanence Plans not always matched to need so some children suffer from insufficient permanency and ongoing uncertainty.
- Need to track 2nd Review even where there is no plan for permanence.

# Adoption

- Annexe O for Family and Friends training.
- Court and Permanence Teams - “On it like a car bonnet”.
- Timeliness of adoptions is good.
- RTT a real strength.
- Real evidence of perseverance for the Hard to Place children.

# LAC

- Too many changes in sws for children
- Assessments not as robust as could be and sometimes out of date, too descriptive, insufficient analysis.
- Placement stability a real issue.
- Final Care Plans could be stronger, more definitive and more confidently presented.
- Care plans need to better articulate the longer-term plan for the child inc permanency and SMART
- Though we assess sibling separation we don't assess sibling co-habitation.
- Contact plans not underpinned by assessment -
- Assessments still too adult focussed on changes needed in parents as opposed to needs of child.
- Need to join dots from IRO escalation -> supervision-> care plan.
- Need for consistent use of TAPs with SMARTer actions (Supervision).
- Identity lacking detail and lacks focus on cultural issues – eg impact of poverty, what child thinks is 'normal'
- HYPOTHESIS. ANALYSIS. LIVED EXPERIENCE OF THE CHILD.

# Strengths

- Culture of positive, committed and enthusiastic sws who work hard overcoming legacy of poor and inconsistent practice.
- Some changes in sw have had a 'powerful impact' for the good for children.
- Evidence of imaginative direct work tailored to meet the needs of individual children (more needed).
- SOS well implemented and beginning to bring focus, amplify voice of the child and bringing structured analysis.
- Evidence of some good, well-planned and purposeful rehab work.
- Health needs well met.
- SDQs really positive and used by sws to inform plans.
- "Lovely examples" of LAC accessing recreational activities.
- LAC Service is the most skilled at parallel planning.
- Most placements meeting child's needs.
- LACC is vibrant, committed and influential.

# General

- One Annexe H (level 2)
- PEPs have massively improved, are SMART and measure progress.
- Effective use of Pupil Premium
- IFAs said we were the best LA they work with in Yorkshire.
- Good use of Advocacy service which is a real asset.
- More evidence of direct work – could see the development in life-story work.
- Quality of Court work and relationship with CAFCASS much improved.
- You know yourselves well, have an appropriate strategy and have the structures, plans and personnel in place to achieve improvement in service quality on an ongoing basis.



# Leaving Care

- Quality of PWWs – too open ended, format is repetitious, could be SMARTer – timescales.
- Underdeveloped formal engagement process though lots of other mechanisms.
- Insufficient emergency short-term accommodation.
- Whilst EET is a strength he has seen a wider range elsewhere - more apprenticeships.

# Strengths

- Tenacious and persistent even with most resistant of Care Leavers.
- Liked the Journey (once he understood it).
- SoS helping identify risks and explain options to CL.
- Good use of Staying Put and Shared Lives.
- A good understanding of risks in place.
- Accommodation a real strength and a good range of partnerships providing a ladder to full independence.
- Really strong performance (EET?)
- Clear philosophy of 'Support and Autonomy'.
- Correct focus on sustainability of tenancies.